

HISPANIC DIVERSITY WORKING GROUP

MEETING MINUTES

June 4, 1998

Los Alamos Inn

Welcome, Chaired by Roberto Gonzales

Members present were Roberto, Eileen, Teresa, Leonard, Josie, Santiago, Camille, Ubaldo, Myra, Jolyn, and Veronique.

Meeting Minutes

Minutes from the May 21 meeting were reviewed.

Motion: Motion to approve meeting minutes from May 21. Motion by Eileen, 2nd by Josie, motion carried.

DVO Improvements/Suggestions

Clarification was made that Veronique is the DVO liaison to HDWG, and Debbie is in charge of logistics. The details are still being processed. On 6/24, there will be a working lunch to take Working Group issues to DVO.

Action: Roberto requested from the members an e-mail naming any items that were an issue with the DVO, complaints, or compliments. Please send a copy of the e-mail to Leonard.

Member Announcement

Teresa announced that she will be relocating to Atlanta and her last meeting with the HDWG will be on July 2. She appreciates the opportunity to be a member and to be part of an ambitious and talented group of people.

Action: Arrange to have a party on 6/26 as a farewell to Teresa and celebration of accomplishments to date.

Presentations from Diversity Training Speakers

Camille introduced Frank Stonehouse who presented his training format and answered the list of questions previously prepared by the members. Wanda Padilla addressed the group toward the end of the meeting.

Motion: Motion to adopt an agenda protocol that would entertain business first and schedule speakers toward the end of the meeting. Motion by Ubaldo, 2nd by Eileen, motion carried.

General Information

Roberto passed along information from the Web about the Cuatrocenenario and a brochure about the SACNAS Conference.

Bylaws and Standing Rules

Eileen announced the bylaws are in draft form. They will be sent to Robert to edit and the committee will meet to have a working draft at the next HDWG meeting.

Reports from Committees

Hispanic Heritage Month Committee

Camille reported that letters of invitation went out to Pete Domenici, Federico Pena, and Bill Richardson from Marion Timm and Tom Baca. The art contest finalists were presented and members voted on a design to be used for the t-shirts and posters for the 1997 HHM. Applications need to go out to vendors. Alfonso is ill and needs a backup on some of this work for Tent Day. John Powers of Los Alamos County resigned so we need his commitment in writing. The decision needs to be made for the tent day to be on a Friday or Saturday. Russ Gordon (Gordon's records) suggests a Saturday. It may be contingent on the County's decision. The Los Alamos Days on 6/6 has offered a booth to HDWG. Eileen volunteered from 9:30 –11 and Roberto volunteered from 11-1. This is an opportunity to have applications at the booth for Tent Day. Steve Sandoval of PA will do a story on the art selection and will publicize our outreach efforts to other organizations.

Clarification with MANA del Norte

Roberto reported that MANA wants to meet with the HHM planning committee during the already-scheduled Monday sessions. Noted members of MANA include Carmen Rodriguez, Gloria Mirabal, and Lorraine Valencia, President.

Victory Committees

Promotion and Education:

LANL Foundation Potential Partnering—Roberto said the LANL Foundation recognized HDWG during the Santa Fe celebration. HDWG will partner with the LANL Foundation on their Holiday Drive, which will begin after Thanksgiving and run four weeks. Eileen will co-chair the Drive and will ask other working groups to also get involved.

Rich Castro has continued contact with STB. Abad requested a call to talk about possible HDWG involvement. Dennis Gil also asked to group partner.

The Santa Fe Schools Superintendent Edward Vargas met Eileen and said he was willing to be a speaker at an HDWG meeting to discuss partnering opportunities.

Action: Eileen will write a formal letter of invitation to Sup. Vargas for the June 18 meeting.

Mick Trujillo asked what DVO could do to help with that visit or any others and said DVO needs to support the working groups in such cases. He suggested that we ask Tom Garcia to attend and welcome the Superintendent. Mick also suggested inviting the superintendents of Los Alamos and Espanola to that meeting, and name it an Education Forum. He offered to provide statistics about students employed from those school districts at LANL. It was requested that Mick give a presentation of these statistics. Elmer Salazar can help recruit US West, etc.

Tom Garcia said he would help HDWG attain 5013(c) status. Mick suggested that if HDWG gets 5013(c) status that to raise money, we consider sponsoring the Los Alamos County Rodeo, which has a difficult time finding a sponsor. HDWG could sponsor it for two days at \$6,000. Los Alamos County offers the sponsoring entity \$10,000 to do such.

Santa Fe School Board Meeting—Roberto partnered with the City of Santa Fe for Freshman Career Pathway to educate students at Santa Fe High and Capital High regarding careers programs. He wants to extend the same to Espanola and Los Alamos students.

The Collaborative Leadership Program is another opportunity to get involved. This emphasis is to educate youth to prepare them for the future.

Marketing:

Ongoing List of Successes—They suggest producing a quarterly newsletter of activities the subcommittees are involved in. It can be printed on an 11 x 14-inch paper on laser printers, so wouldn't be very expensive.

Roberto on Radio Program—The committee scheduled Roberto to talk on the KSWB radio talk radio program on morning of 6/15. He will get information from Melissa Velarde and Abad Sandoval regarding Coops and UGSs.

An initiative has been proposed to start a "Student Shadow" program to follow an employee. The idea is to start the pilot program with the Santa Fe schools. There are some concerns regarding age restrictions in some technical areas. Mick suggested taking on Tom Garcia's motto to 'Do It.'

Mick and others suggested pushing back the Education Forum and plan it, hold it at a different location, and do it well. Promotions, mentoring and management could also be discussed. In light of the fact that Proposition 227 passed in California, that topic of bilingual education could also be included in the Forum.

Diversity Training: Next meeting the final two presenters will speak. We will then vote on one to provide our diversity training.

Management: A memo will be sent to all lab leadership regarding HDWG, our initiatives and an open invitation to our meetings. Will meet with CIC employee to develop the HDWG Web Page and put information on it regarding the Diversity Profiles.

Action: Marketing will team with Management on efforts to get information from the newsletter on the Web, as well as to conduct interviews for Diversity Profiles.

Presentations from Diversity Training Speakers

Camille introduced Wanda Padilla who presented her training format and answered the list of questions previously prepared by the members.

NIS Division Director Selection

The selection team, of which Robert is a member, is accepting names of people who have demonstrated management of large technical projects and of large teams of personnel.

Adjournment

Many thanks to DVO for arranging the meeting room and refreshments. Meeting adjourned at 11:10.